

EQUAL OPPORTUNITY POLICY STATEMENT

The city of Las Vegas is committed to providing equal opportunity to the community while continuing to provide our citizens with the best governmental services possible. We recognize an obligation to utilize the best people we can find. Equal Opportunity efforts will also include finding additional sources of qualified members of minority groups, women, and individuals with disabilities for the city of Las Vegas.

Equal Opportunity is developed on the following principles:

1. To recruit, train, hire and promote persons for all vacancies without regard to race, color, religion, sex, national origin, age, or disabled status, except where sex, mental, or physical requirements constitute a bona fide occupational qualification necessary to proper and efficient functioning in the job.
2. To base decisions so as to further the principles of equal opportunity.
3. To ensure that promotional decisions are in accordance with the principles of equal opportunity by imposing only valid requirements upon promotional opportunities.
4. To ensure that policies, practices and actions, such as compensation, benefits, transfers, layoffs, recall from layoffs, terminations, training, job assignments, upgrading, tuition reimbursements, social and recreational programs will be administered without regard to race, color, religion, sex, national origin, age, or disabled status.

The Director of Human Resources is responsible for the overall application of the Equal Opportunity Policy and the administration of the Equal Opportunity Plan. In addition, each department head and elected official is designated the responsibility of the application of this policy within their departments. In this regard, department heads and supervisory personnel will be held accountable for, and their performance appraisals will reflect, their effectiveness in promoting and supporting the city's Equal Opportunity Programs and cooperating in resolving complaints of discrimination.

The Deputy Human Resources Director, under the general direction of the Director of Human Resources, will be responsible for the overall administration, coordination and implementation of the Equal Opportunity Plan.

Any citizen who wishes to register a complaint that the city of Las Vegas is not in compliance with non-discrimination policies or law may file such a complaint with:

Judy Tuttle, Deputy Human Resources Director
City of Las Vegas
400 Stewart Avenue
Las Vegas, Nevada 89101
(702) 229-6663
Email: jtuttle@lasvegasnevada.gov

OR

Complaints can be filed with:

U.S. Equal Opportunity Employment Commission (EEOC)
1801 L Street, N.W.
Washington, D.C. 20507
1-800-669-4000
TTY number is 1-800-669-6820
www.eeoc.gov

Or

Nevada Equal Rights Commission (NERC) (FEPA)
1515 E. Tropicana Blvd., Suite 590
Las Vegas, NV 89119
Phone: 702-486-7161

Or

Nevada Equal Rights Commission (NERC) (FEPA)
1325 Corporate Blvd., Room 115
Reno, NV 89502
Phone: 775-688-1288
Website: <http://www.nvdetr.org>